

Certification of Compliance
Case 21-CA-224219
Parts 1 and 2

CERTIFICATION OF COMPLIANCE
(PART ONE)

RE: KAISER FOUNDATION HOSPITALS; SOUTHERN CALIFORNIA PERMANENTE
MEDICAL GROUP
Case 21-CA-224219

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

As required by the Board's order in this matter, this document is a sworn certification of the steps that Respondent has taken to comply with the Board's order.

Physical Posting

The signed and dated Notice to Employees in the above matter was posted on

(date) 10/18/19 - 10/22/19 at the following locations: (List specific places of posting)

- Downey Imperial Satellite Employee Breakroom
 - Downey Imperial Satellite Human Resources Entry Lobby
 - ~~9333~~ 9333 Rosecrans, Downey 1st Floor Bulb Board Hallway by optical
 - Downey Hospital Basement Employee Bulb Board, 9400 Rosecrans
 - Downey/Garden Administration 4th Floor medical offices
 - Cudahy Medical Office Building, 7825 Alhambra Ave 1st Floor staff hallway
 - ~~Wendwood Medical Office Building~~ 3840 Main Blvd Employee Lounge
- A copy of the signed and dated Notice is attached.**

- Norwalk, 12501 Imperial Hwy Ste 400 Breakroom
- Cerritos Medical Office Building 10820 183rd St Breakroom
- Downey Orchard 9449 Imperial Hwy 2nd Floor outside office
- Whittier Medical Office Building, 12470 Whittier Blvd, 1st Floor employee lounge

Intranet Posting

The signed and dated Notice to Employees in the above matter was posted on the Respondent's

intranet/website on (date) 8/26/19. **A copy of the intranet/website posting is attached.**

SEE NEXT PAGE

Electronic Mailing

The signed and dated Notice to Employees in the above-captioned matter was e-mailed on (date) 8-27-2019 to all current employees. A copy of the list of names and addresses of employees to whom the Notices were e-mailed is attached. The electronic mailing transmitting the Notice to Employees was sent to the Compliance Officer on 11-8-2019 A copy of the email is attached.

 The Respondent does not customarily communicate electronically with employees.

I have completed this Certification of Compliance, Part One and state under penalty of perjury that it is true and correct.

RESPONDENT

(b) (6), (b) (7)(C)

By: _____

Title: _____

Date: November 8, 2019

This form should be returned to the Compliance Officer. If the Certification of Compliance Part One and notice are returned via e-file or e-mail, no hard copy of the Certification of Compliance Part One or notice are required.

(b) (6), (b) (7)(C)

From:

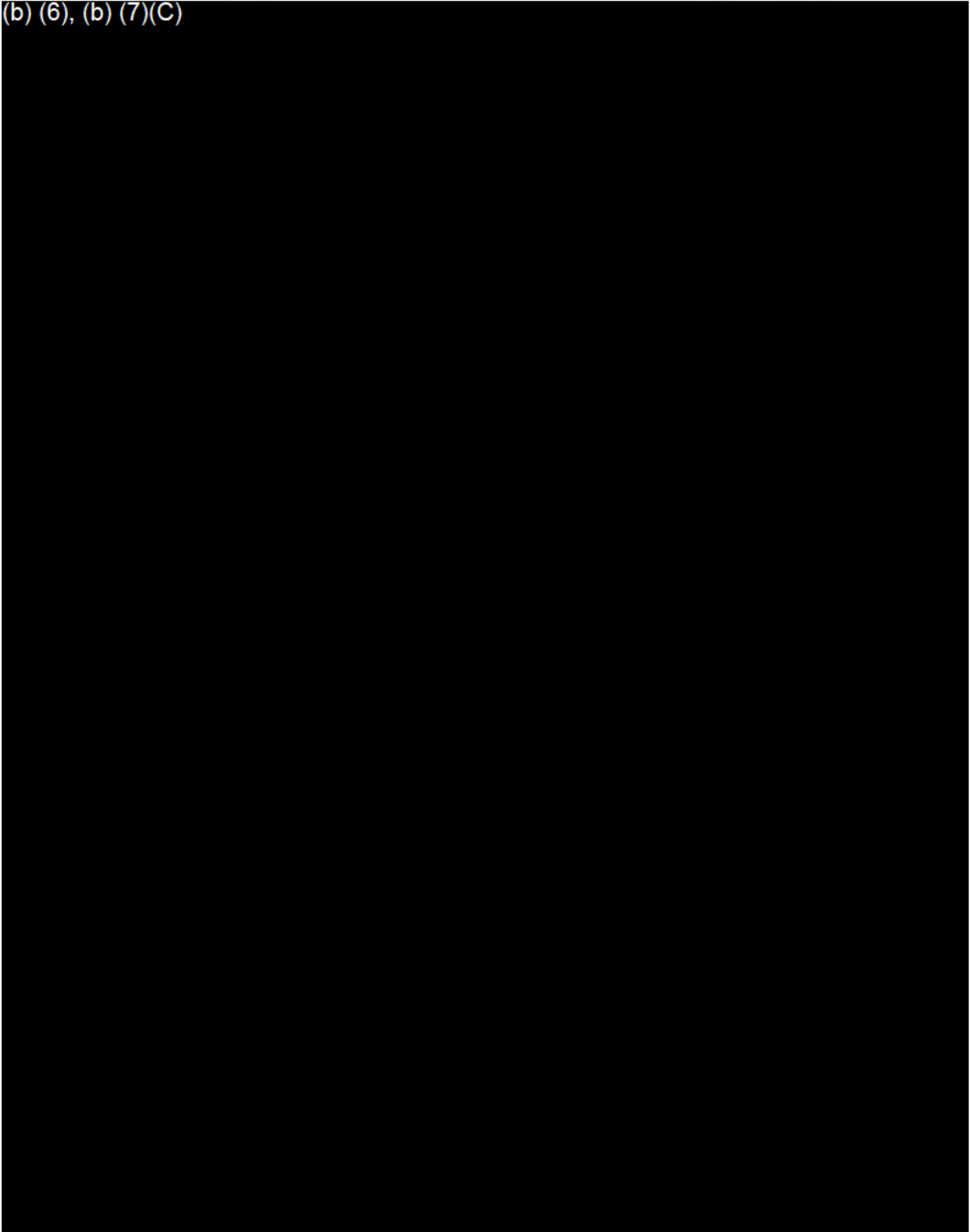
(b) (6), (b) (7)(C)

Sent:

Tuesday, August 27, 2019 11:34 AM

To:

(b) (6), (b) (7)(C)



Subject:

NLRN Notice to Employees: Case 21-CA-224219

Attachments:

ULP Posting Case 21-CA-224219.pdf

To NUHW Psych Social Bargaining Unit Member:

We are distributing the attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 21 of the National Labor Relations Board in Case 21-CA-224219.

A copy of the notice is also available on the MyHR website:

(b) (4)



Please contact the NLRB Region's Compliance Officer at the following number (213) 634-6502 or your Union Representative should you have any questions.

Thank you,

(b) (6), (b) (7)(C)

Kaiser Permanente

Labor Relations
393 E. Walnut St. 6th Floor SE
Pasadena, CA 91188

(b) (6), (b) (7)(C) office)
(b) (6), (b) (7)(C) (tie-line)
626-405-6739 (fax)

kp.org/thrive

Navigate HR Information on [My HR](#) – Kaiser Permanente's 24/7 HR Portal for information

For general HR questions, inquiries and policy information, please contact the National HR Service Center at 1-877-457-4772 and follow the prompts for more immediate support.

[Online Chat](#) with the NHRSC for questions about direct deposit, paycheck, verification of employment and W-2



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 21
US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

Agency Website: www.nlr.gov
Telephone: (213)894-5200
Fax: (213)894-2778

December 27, 2019

Diana Casares Bell, Senior Counsel
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Labor and Employment Group / Legal Department
Kaiser Foundation Hospitals / Health Plan
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Re: Kaiser Foundation Hospitals; Southern
California Permanente Medical Group
Case 21-CA-224219

Dear Gentlepersons:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the Board Order.

Very truly yours,

William B. Cowen
Regional Director

cc: Ben Snyder, Business Representative
National Union of Healthcare Workers (NUHW)
bsnyder@nuhw.org

Florice Hoffman, Attorney
Law Offices of Florice Hoffman
fhoffman@socal.rr.com

Kaiser Foundation Hospitals
Southern California Permanente Medical Group
393 East Walnut Street, Second Floor
Pasadena, CA 91188-0001